

APPENDUM "A"
TO THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO
and
MONARCH BUILDING SERVICES, INC.
AT
DENVER FEDERAL CENTER, DENVER, CO

<u>ITEM</u>	<u>CLASSIFICATION</u>	<u>PRESENT RATE</u>	<u>RATE EFFECTIVE</u> 9/01/05
Wages	Janitor Group Leader Leader Floor Technician	\$ 11.00 \$ 11.25 \$ 11.50	\$ 11.65 \$ 11.90 \$ 12.15
Health/Welfare		\$ 3.60 per hour paid - Plan II	\$ 4.04 per hour paid - Plan II
Pension		\$.50	\$.75
Holidays		10 per collective agreement	10 per collective agreement
Vacation		100 hours paid leave per year	100 hours paid leave per year <i>pro rata</i> (See CBA) No Payout
Uniforms		0	0
Sick Leave		84 hours paid leave per year	84 hours paid leave per year <i>pro rata</i> No Payout
Training		\$.25 per hour paid	\$.25 per hour paid
Funeral Leave		3 days for Immediate family	3 days for immediate family
Jury Duty		The difference between a regular day's pay and juror's fee	The difference between a regular day's pay and juror's fee
Shift Differential	2nd shift 3rd shift	0	0

The parties have negotiated and agreed to the above changes in the articles covering wage and fringe benefits under the provision established in the Reopener Clause. In the event there are conflicts between the language of the collective bargaining agreement and this Addendum A, the language of this Addendum shall apply.

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

MONARCH BUILDING SERVICES, INC.



TERENCE M. O'SULLIVAN, General President

February 17, 2005

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GIUSEPPINA HIPPLE, President

8-1-05

Date